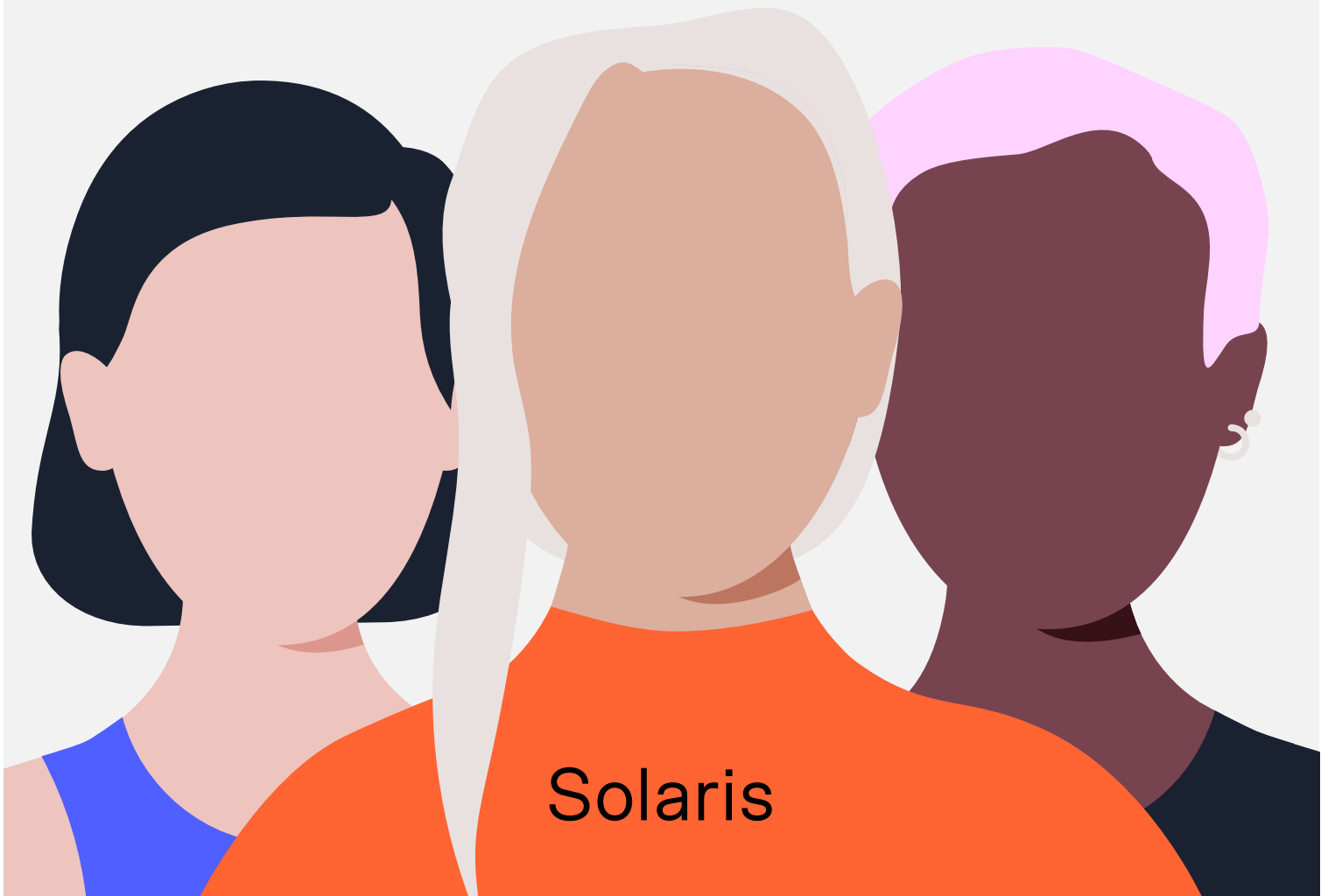


futura^s

Shaping the future of fintech

ISSUE NO.5 MAY 2023

Gender Diversity Report Q2 2023



Solaris



There's no priority like diversity.

Being at a forefront of Embedded Finance in Europe, we want to redefine the status quo. This encompasses not only product innovation but also recognizing our responsibility as a growing company. Gender-balanced teams are known to be a key driver for innovation. But it's more than that – it's about time to see social participation on all levels.

This gender diversity report is one of the first steps we take to commit to creating gender-balanced teams within Solaris. We share this report on a quarterly basis for full transparency and to keep ourselves accountable for improving the numbers over time. Hopefully, this level of transparency becomes a standard in the industry.

Current headcount by level

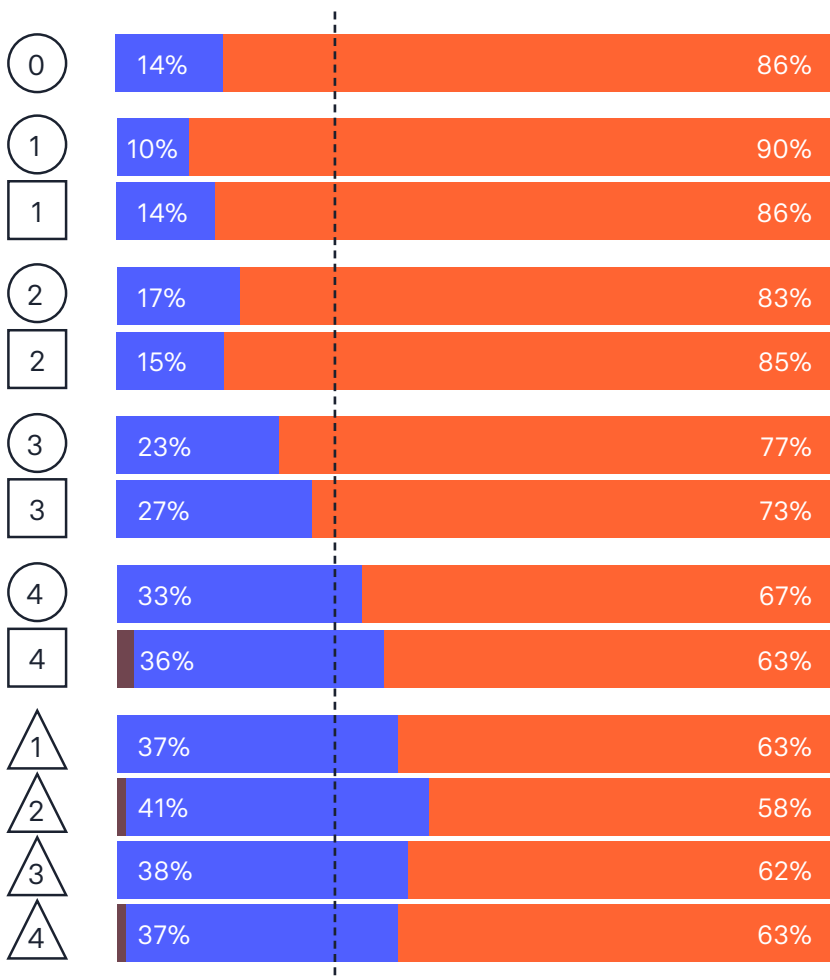
The Solaris learning framework consists of 3 tracks with 4 contribution levels each, covering all positions that exist at Solaris.

The expert track provides the possibility for Solarians who want to master a discipline and contribute with their knowledge.

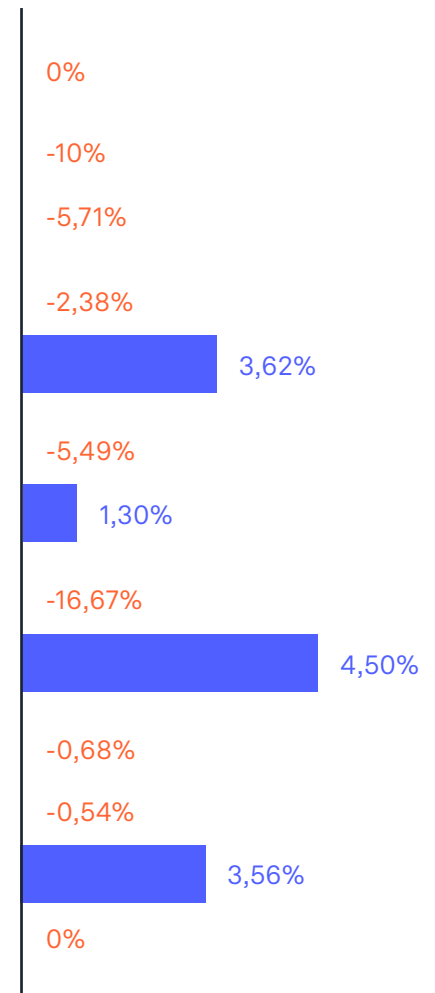
The management track will be the track where people can develop into leadership and giving purpose is their desired wish.

The individual contributor is the track in which most Solarians kick off their career journey and more importantly professionalize.

Current Headcount by level (Solaris CRR) Q2 2023



Increase of Women 2023



Our goal:
30%
across all levels

Women
 Men
 Non-binary

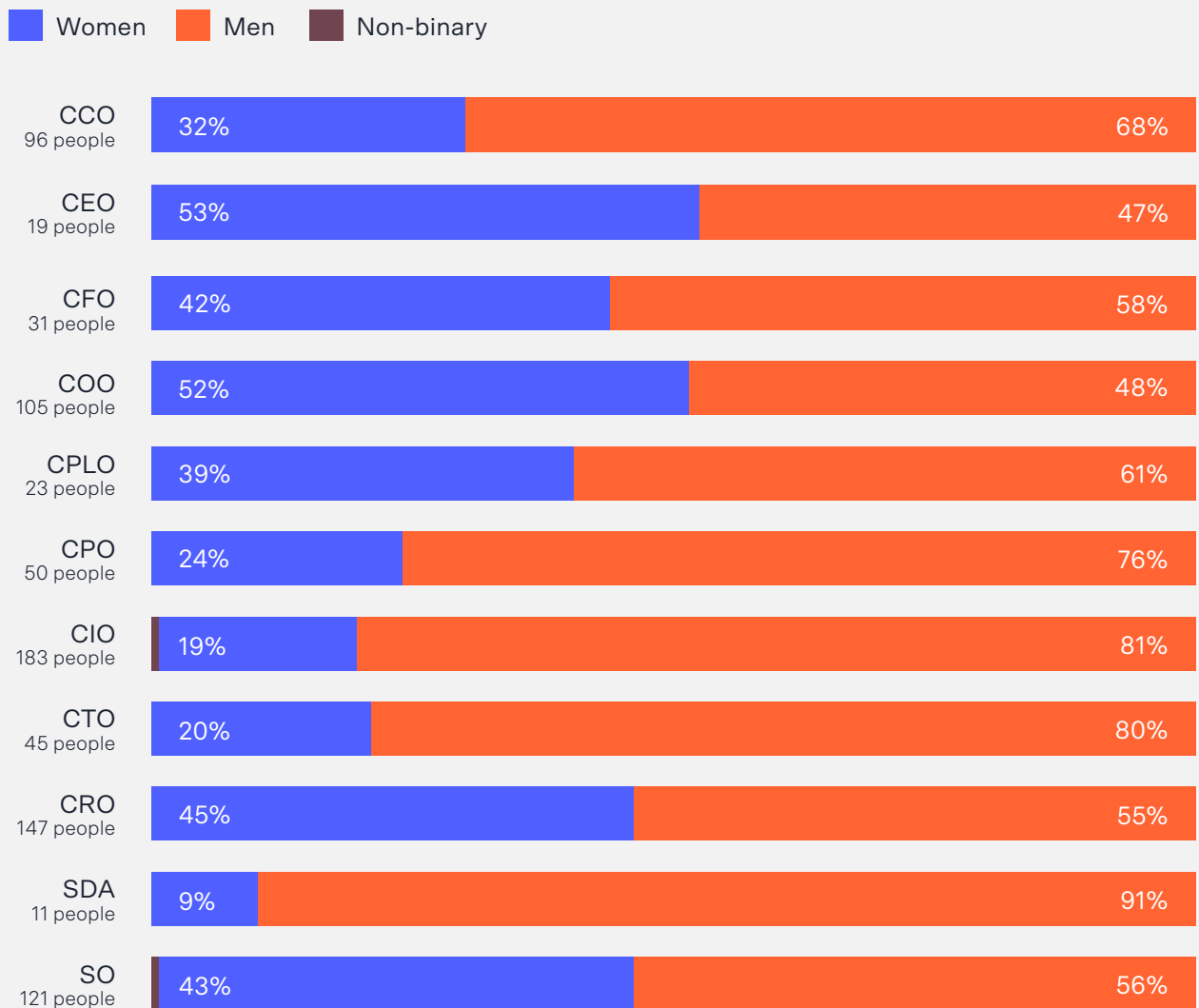
We are currently working on the levelling project for Solaris EMI, hence the breakdown only includes Solaris CRR for the time being.

Current headcount by function

Within Solaris Group we have nine main C-level areas and two Solaris subsidiaries counted separately – Solaris Operations and Digital Assets. Currently, CIO, CTO and SDA areas currently have the biggest gender diversity gap, while COO, CEO and CPLO areas are looking the most balanced.



Current Headcount Share by function 2023 YTD



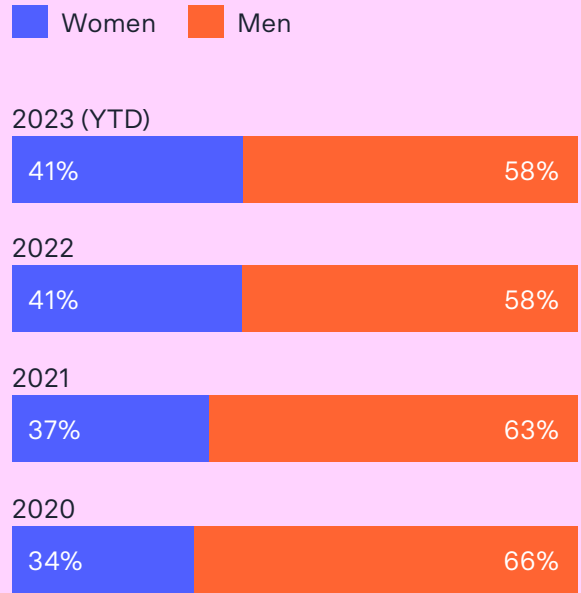
Hiring

The world population is close to 50-50 in terms of the overall gender split. For example, in Germany, according to Statista, there are 49% of men and 51% of women.

So far in 2023, for every women we hired, there was 1,4 men joining Solaris. This is not a unique problem we are facing. The gender gap in our industry is a known fact – there are less than 30% of women in fintech with less than 5% of them being CEOs.

Futura actively works on bringing this ratio closer to balance.

Share of New Hires



New hires in 2022

133
Men



94
Women



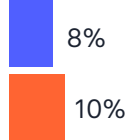
Attrition

Attrition rate is the rate at which people leave. If you break it down, it is the number of people who have left the company, divided by the average number of employees over a period of time.

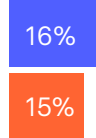
■ Women
 ■ Men

Women vs. Men Attrition Rate

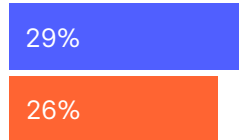
2023 (YTD)*



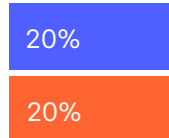
2022



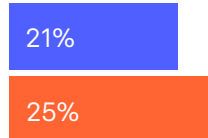
2021



2020



2019



*Attrition rate 2023 YTD is estimated with Q2 2023 data

Tenure

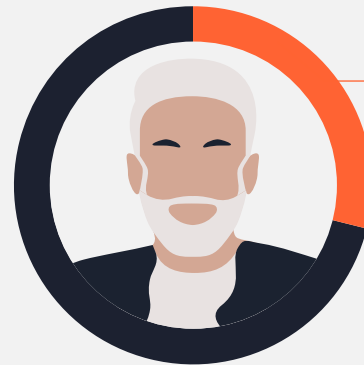
A tenure is defined as the duration of employment of an employee. Share of tenure shows us the gender split of women, non-binary people and men that stayed at Solaris for a year or less.



15%

In 2023 so far, we hired **26** women and **4** women left within the first year of employment in Q1 and Q2 2023.

VS



29%

In 2023 so far, we hired **35** men and **10** men left within the first year of employment in Q1 and Q2 2023.

■ Women
 ■ Men

Share of Tenure <1 Year

2023 (YTD)*



2022



2021



2020

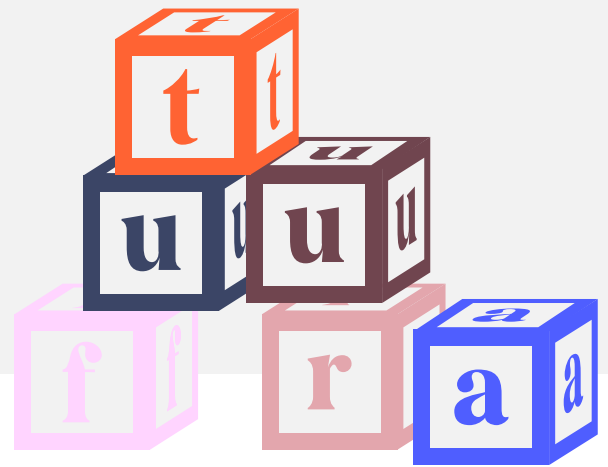
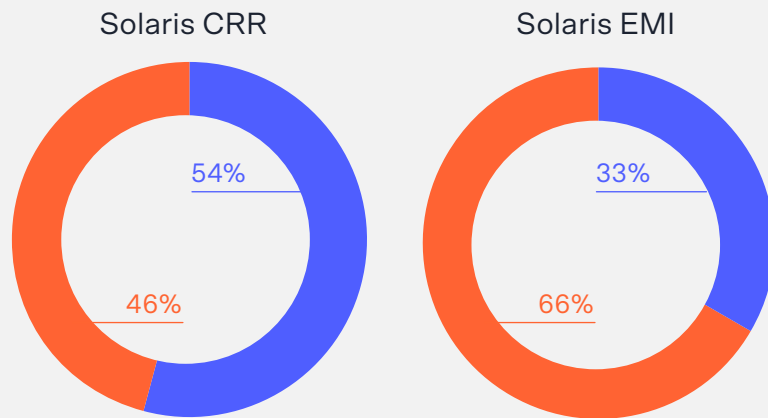


Parental leave share

At the moment, we look at Solaris CCR and EMI parental leave data separately because both sides of the business have different schemes which could distort the insights.

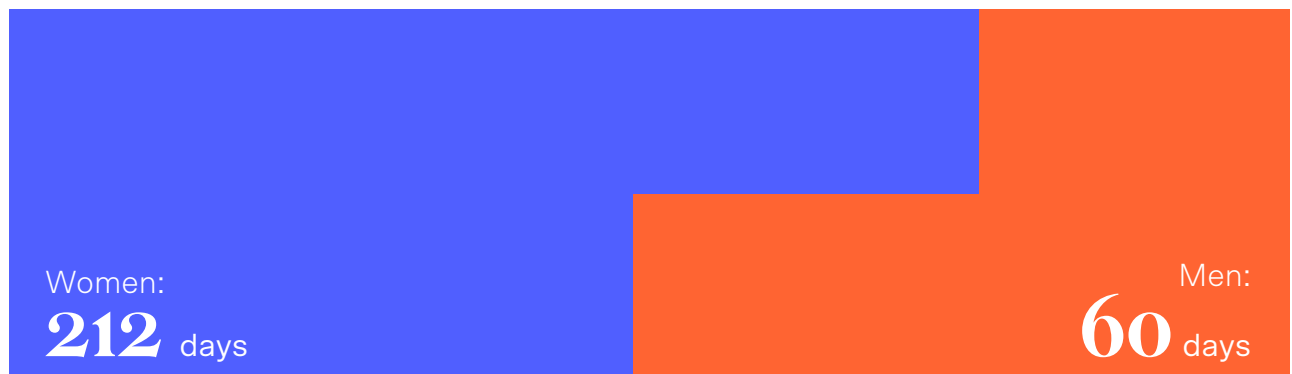
Share of parental leave (Q2 2023)

■ Women ■ Men



Average duration of parental leave (Q2 2023)

Solaris CCR



Solaris EMI



Thank
you!

Next edition: October 2023

futura's

Shaping the future of fintech